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the insurance industry will have to have an assessment. And by the way, the companies are begging to give us the money so that they can have a department that is regulating them which is accredited across the country. So you'll find an A bill in here. But it's not a General Fund A bill; it's essentially an assessment process that we're going to get from insurance companies. Now, where is the heart failure? The heart failure is our way of reaching into our entire state employee system and pulling out about 25 examiners and giving them a raise, is to create...well, is to permit those employees to become employees at will, if they're there now. They have a choice. They can stay in the personnel system, or they can become an employee at will. If they become an employee at will, we're able to give them a salary increase without negotiating it as part of the bigger contract. New employees in these lines, which are bank or insurance company examiners, will be employees at will. Now, an employee at will suffers from this problem, they are not part of the personnel system. They don't have the same set of rights that everyone else does. They don't have the ensured guarantee of continuing...of hiring, unless they get riffed. They don't have the grievance procedure. They are hired at the will of the director. Most agencies have a few of these kinds of employees, but not many. Directors are certainly at will. Oftentimes, you know, deputy directors are at will. So most agencies have a few of these kinds of employees. But they're not common. To do this quickly, we use the at will mechanism, and that's controversial, because the state employees unions don't want that. They don't want a diminution of the rights of employees. And for those who choose to go to the employee at will, they will not have access to some of the rights that other state employees would have, such as the use of the grievance procedure. And that's true. But timing has to do with that. Secondly, the fact that there is a unique problem here, and it needs to be dealt with by market-based numbers that will put us into competition with people who are now hiring examiners, that's important as well. The fact that these are a rarefied circumstance, I think, also does this. And they are the kinds of people who do a very specific, high-level function. It's not a stretch to say the deputy directors, people like that who are now at will, we can stretch that idea, we wouldn't be far away with the kinds of skills these people have. Is it a violation